

Message Text

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INFO AMCONSUL CIUDAD JUAREZ UNN

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AMCONSUL HERMOSILLO UNN

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UNCLAS MEXICO 5518

E.O. 11652: N/A

TAGS: EGEN, AFSP, MX

SUBJ: REORGANIZATION OF E/C SECTION

1. AS DEPARTMENT OF STATE AND USDOC AWARE, EMBASSY REQUESTED FOUR ADDITIONAL LOCAL PERSONNEL POSITIONS AS PROFESSIONAL BACKUP FOR FSO COMMODITY OFFICERS, FOLLOWING ON RECOMMENDATIONS OF INSPECTORS IN THEIR REPORT OF SEPTEMBER 1975. WE HAVE BEEN INFORMED THERE IS LITTLE LIKELIHOOD THAT THE EMBASSY WILL BE ASSIGNED THESE NEW POSITIONS. WE HAVE ATTEMPTED TO COMPENSATE FOR THE LACK OF ADDITIONAL POSITIONS BY REDISTRIBUTING THE INTERNAL WORKLOAD AND REASSIGNING PART OF THE LOCAL COMPLEMENT ALREADY ASSIGNED TO THE E/C SECTION.

2. THE ONLY LOCAL PERSONNEL POTENTIALLY AVAILABLE FOR REASSIGNMENT WITHIN THE SECTION WERE THOSE IN THE COMMERCIAL INTELLIGENCE UNIT (CIU). BEFORE REASSIGNING THEM, HOWEVER, WE HAD FIRST TO OBTAIN THE REQUISITE SLACK TIME BY CONTRACTING OUT THE WTDR/PIR PROGRAM. THIS WAS DONE BY EARLY APRIL, THEREBY FREEING THREE PERSONS-YEARS OF LOCAL EMPLOYEE TIME FROM THE CIU,
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LEAVING TWO EMPLOYEES IN THE UNIT TO PERFORM THE RESIDUAL

DUTIES OF THE CIU AND TO SUPERVISE THE CONTRACTS. (WE HAVE CONTRACTED WITH TWO CREDIT AGENCIES, SO THAT EACH CAN COVER FOR THE OTHER, SHOULD EITHER DEVELOP PROBLEMS, E.G. A STRIKE.)

3. THE CONTRACTS ARE NOW OPERATING WITH FAIR EFFICIENCY, CONSIDERING THE SHORT TIME SINCE INITIATION. SO WE HAVE MOVED TO THE NEXT STAGE. FOUR FULL TIME COMMERCIAL OFFICERS AND TWO PART TIME COMMERCIAL OFFICERS HAVE BEEN DIVIDED INTO THREE COMMODITY TEAMS. TO EACH TEAM HAS BEEN ASSIGNED A SECRETARY AND ONE OF THE THREE LOCAL COMMERCIAL SPECIALISTS GAINED FROM THE CIU. OBVIOUSLY THE NEW SPECIALISTS ARE GOING TO BE IN A TRAINING STATUS FOR SOMETIME- BUT IT IS WORK/TRAINING STATUS. AS EACH PROGRESSES, HE WILL BE ASSIGNED EVER GREATER RESPONSIBILITIES, UNTIL HE CAN COMPETENTLY ASSUME A SHARE OF THE TEAM'S PROFESSIONAL TASKS AS WELL AS PROVIDE BACKUP AND CONTINUITY TO THE TEAM ITSELF.

4. EVEN IF THE REORGANIZATION SHOULD PROVE SUCCESSFUL, AS WE FULLY EXPECT IT WILL, THERE ARE STILL CERTAIN SHORTCOMINGS IN THE NEW ORGANIZATION. ONE EFFECT OF THE NEW GROUPINGS HAS BEEN TO INCREASE THE WORKLOAD ON THE TEAM SECRETARIES BY PERHPAS AS MUCH AS A THIRD. TO ACHIEVE AN EQUITABLE WORKLEVEL, WE VERY MUCH NEED TWO ADDITIONAL LOCAL SECRETARIAL POSITIONS. ALSO GIVEN THE USUAL LONG GAP BETWEEN FILLING OFFICER ASSIGNMENTS, LEAVE, ETC., THE BURDEN ON THE NEW LOCAL PROFESSIONALS MAY IN THE LONG RUN BE TOO HEAVY

5. COMMENT. WHAT WE HAVE CREATED IS AN EXPERIMENT. IF SUCCESSFUL, IT SHOULD EVENTUALLY - AS THE NEW SPECIALISTS GAIN COMPETENCE IN THEIR NEW DUTIES - GO A LONG WAY TOWARD ACHIEVING A CONTINUING LEVEL OF PROFESSIONALISM, INSTITUTIONAL MEMORY, AND CONTINUITY IN THE SECTION AS FSO'S ARE TRANSFERRED AND NEW OFFICERS ARRIVE. IF THE EXPERIMENT FAILS - IF, FOR INSTANCE, THE WTDR CONTRACTORS ARE INADEQUATE TO THE TASK - WE WILL UNDOUBTEDLY HAVE TO ABANDON THE NEW ORGANIZATION AND RECONSTITUTE THE CIU.

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